



Job title: CAMHS Link Worker

Hours: Part time, 26 hours per week (3.5 days)

Salary: OTR Band C, starting at £28,656 FTE

Accountable to: CAMHS and Hospital Youth Work Lead

Based at: BANES Community CAMHS Team, Keynsham, BS31 1HA (with Off The Record, Manvers Street, Bath, BA1 1JW, as a secondary base)

Contract type: Fixed term until 31st March 2028

Who we are

Off The Record Bath & North East Somerset (OTR BANES) is a mental health and wellbeing charity that gives local young people a safe space to be heard and be themselves. We provide a range of free services for young people, including counselling, listening support, youth participation, advocacy, social prescribing, and LGBTQ+ support.

Equity, diversity, and inclusion are at the heart of what we value as an organisation. OTR is committed to equal employment opportunities regardless of race, age, religion, sex, sexual orientation, disability or any other status protected by law. We particularly welcome applications from Black and ethnic minority groups who are underrepresented in this sector.

Purpose of the role

You'll be joining an exciting 2-year-old project working creatively alongside BANES CAMHS (the local NHS Child and Adolescent Mental Health Service) to offer non-clinical support that ensures an excellent experience for children and young people accessing mental health support across BANES.

As our CAMHS Link Worker, you'll be embedded within the CAMHS team, working alongside a wide range of clinicians to build trusted relationships with young people and provide 1:1 support for wellbeing, taking a social prescribing approach (for more information about social prescribing see <https://www.socialprescribingnetwork.com/resources>).

You'll support children and young people who are: accessing CAMHS support for the first time, already receiving CAMHS support, and those who are moving towards being discharged from CAMHS.

You'll have an average caseload size of 8 children and young people and work with them for an average of 8-12 weeks.



You'll work to tackle inequalities that disadvantaged groups may face when accessing CAMHS, including Looked After Children, those with SEND (Special Educational Needs and Disabilities), young people out of school, and other groups who are hard to reach and/or hard to engage.

Your attributes

We are looking for a candidate who has excellent listening skills and the ability to form positive relationships with young people. You need to be able to carefully manage caseloads and understand the need to work in person-centred way.

Your enthusiasm and personality are as important to us as your experience. If you can't tick off every point in the person specification below but feel that you have the right transferable skills to succeed in the post, please do still apply.

If you would like an informal, confidential conversation about the role before applying, please email office@offtherecord-banes.co.uk to arrange a time for a chat with our Lead CAMHS Link Worker.

Key duties

Establishing Links:

- Develop and maintain effective relationships with children and young people, their families, and relevant external agencies to facilitate access to the right support at the right time.
- Help to maintain a directory of local community groups and support networks to enable effective social prescribing.

Assessment and Support:

- Work closely with children and young people to help them identify their support needs and goals.
- Collaborate with the CAMHS multi-disciplinary team, including taking notes during Initial Assessments.
- Hold a caseload of children and young people providing social prescribing.

Advocacy and Guidance:

- Advocate for the rights and needs of children and young people within the CAMHS system.
- Offer guidance to children, young people and families on navigating the mental health support landscape, including available services and pathways to care.



Collaborative Working:

- Work closely with teams within OTR and CAMHS to co-ordinate holistic care for children and young people.
- Participate in team meetings, case conferences, and relevant training to enhance service delivery.

Documentation and Reporting:

- Maintain accurate records of interactions, assessments, and support plans in accordance with OTR and CAMHS guidelines.
- Maintain accurate and up to date outcomes and feedback records.

General duties

- Participate in the day-to-day work of OTR – such as helping answer the phone when at the OTR office, and attending team and other meetings as required
- Be an ambassador for OTR, actively promoting our vision and work
- Ensure the effective implementation of OTR's policies and overall organisational objectives, including Health & Safety policies and procedures, taking responsibility for their own personal health, safety and welfare in the workplace.
- Follow safeguarding policies and procedures in all aspects of the work with children and young people.
- Actively promoting good equal opportunities practices across all aspects of work and taking positive steps to counter discrimination however and wherever it occurs.
- Participate constructively in supervision and staff development opportunities including training and team building initiatives.
- Contribute to co-operative working across all the services within OTR.
- Promote and enable active involvement of young people in planning, improving and making decisions about OTR services.
- Ensure effective and accessible communication with staff, service users and the public.
- Contribute to maintaining and developing effective professional relationships both internally and with outside agencies.
- Undertake any other reasonable duties consistent with the skills and duties needed for this role, as required.

Working pattern and location

This role is based at BANES Community CAMHS, Temple House, Temple Street, Keynsham, BS31 1HA. As part of the OTR team, we also welcome you to work from our Bath office, where possible. In our central Bath office, you'll have access to meeting rooms and colleagues from across our services.



The post-holder will be expected to be able to travel throughout the county to meet service users and professionals, and to attend meetings and training activities associated with the position. Applicants must have the ability to travel within (and occasionally beyond) the county, including to areas where there is no public transport. Mileage allowance will be payable for any travel you make by car.

The role is part time, 26 hours per week (3.5 days).

The job will require working outside of core office hours, including some weekday evenings, with the potential for occasional weekend work. The majority of the work will be within 9am – 5pm office hours and a typical working month might involve working one early evening a week (for example to settle a child or young person into an early evening music group).

Terms and Conditions

- Contract: Fixed term until 31st March 2028, with a probationary period of 6 months
- Paid leave entitlement: 25 days plus 2 discretionary days and all English public holidays, plus up to 5 extra days to recognise continuous service (FTE)
- Two days of paid volunteering leave to enable you to support causes that matter to you (FTE)
- Death-in-service benefit
- Training and development opportunities for all our staff
- Appointments will be subject to satisfactory references and an Enhanced level DBS check.

This job description is a general outline of the role: duties and responsibilities may be amended as the project develops. The post-holder might also be required to undertake other duties as may be reasonably required from time to time.

How to apply

Fill in the application form on our website and email it to office@offtherecord-banes.co.uk

The closing date for applications is **12 midday on Thursday 15th October 2026**. We will hold interviews for any shortlisted applicants on Wednesday 21st October at BANES CAMHS in Keynsham.



Person Specification

	Essential	Desirable
Education/training/qualifications	• Willingness to complete Social Prescribing training.	• Qualification in a relevant field such as Youth Work, Psychology, Education, or Social Care.
Experience	• Working with children, young people or families in a mental health or social care setting, or similar. • Conducting assessments and/or developing individualised support plans. • Working in multi-disciplinary way, including with external agencies, to provide holistic support. • Advocating for vulnerable individuals.	• Experience working within CAMHS or other mental health services.
Knowledge	• Understanding of the world of young people. • Understanding of child and adolescent mental health issues, including common disorders, symptoms, and the role of a CAMHS Link Worker. • Familiarity with safeguarding protocols and procedures, ensuring the welfare of children and young people.	



CAMHS Link Worker job description

	• Knowledge of local community resources, mental health support services, and referral pathways.	
Skills	• Compassionate and empathetic approach to supporting the mental health needs of children, young people, and families. • Ability to work autonomously and make sound decisions within established guidelines. • Flexible and adaptable, able to respond effectively to changing priorities and demands. • Committed to equity, diversity, and inclusion, promoting a culture of respect and understanding, and to working creatively to facilitate the engagement of under-represented groups of young people (such as boys and young men, and young people of colour). • Able to organise own time.	
Additional requirements		• Access to a vehicle and a full clean driving licence.